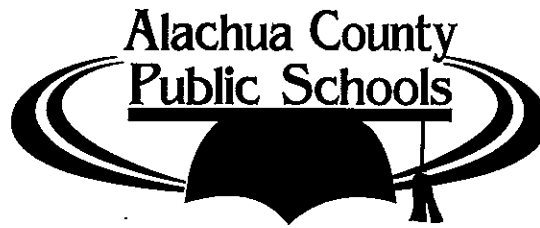


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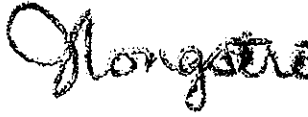
W. Daniel Boyd, Jr., Ed.D.

DIVISION OF HUMAN RESOURCES

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MEMORANDUM

TO: Dr. Dan Boyd, Superintendent

FROM: Joan Longstreth, EdD, Assistant Superintendent
 Human Resources 

DATE: January 7, 2009

SUBJECT: Ratification of Amendments to the 2006-2009 Collective Bargaining Agreement for Instructional Personnel

Negotiations with Instructional Personnel for the 2008-2009 school year have concluded with tentative agreement reached on all items. Negotiations were limited to reopeners on contractual items, salary and benefits. Modifications to the contract are shown in the attached document with deleted language struck through and new language underlined.

As is applicable to negotiated contracts, the ratification process requires acceptance or rejection of all amendments. Specific sections or portions may not be accepted, rejected, or amended. In essence, any Board vote or employee vote for ratification must be to accept or to reject all tentatively agreed upon items.

RECOMMENDED ACTION: The Superintendent recommends that the School Board ratify the 2008 agreements and amendments to the 2006-2009 Collective Bargaining Agreement for Instructional Personnel as presented.

mlm
 Attachment

AMENDMENTS
2006-2009 COLLECTIVE BARGAINING AGREEMENT
between
THE SCHOOL BOARD OF ALACHUA COUNTY
and
THE ALACHUA COUNTY EDUCATION ASSOCIATION
for
TEACHERS
JANUARY 20, 2009

AMENDMENTS TO 2006-2009 COLLECTIVE BARGAINING AGREEMENT

DATE: JANUARY 20, 2009

ARTICLE XVIII COMPENSATION

Section 10. Early Retirement

The parties agree to continue the existing early retirement plan based on a minimum age of 55 years and 25 years of experience in the Florida Retirement System. To be eligible for early retirement, the five years immediately preceding retirement must be as an employee of the School Board of Alachua County. Board approved leave may be included as part of the five year requirement. Beginning with the 1989-90 school year, teachers on Plan E of the Teacher Retirement System will become eligible for early retirement under this section.

- (a) For the period August 1, 2008, through June 30, 2009, only, the following provisions shall apply concerning eligibility for early retirement. The existing early retirement plan will be adhered to with the following changes:

To be eligible for early retirement, a teacher must be a minimum of 55 years old and have been employed by the School Board of Alachua County for at least 20 years and have at least 20 years of experience in the Florida Retirement System. Board-approved leave may be included as part of this 20-year eligibility requirement, but shall not be included for purposes of retirement benefit calculation.

- (b) Beginning July 1, 2009, through June 30, 2013, the 15 years immediately preceding retirement must be as an employee of the School Board of Alachua County.

- (c) Beginning July 1, 2013, the early retirement plan will be closed to new enrollees.

- (d) A teacher who retires under the early retirement provision of the contract will be required to sign an agreement that he will not be re-employed by the School Board of Alachua County for three (3) years from the date of retirement.

Board Counter Proposal, December 10, 2008

1. Instructional personnel eligible for a step increase will receive the increase on March 13, 2009, and it will be retroactive to August 11, 2008.
2. ESP's will advance one cell on the salary schedule, and the increase will be paid on March 13, 2009. For 12-month employees, the increase will be retro to July 1, 2008; for 10-month employees, the increase will be retro to August 11, 2008.
3. All step movement for instructional personnel and cell movement for ESP's will occur first, and then bonuses will be paid as follows:
 - *All instructional personnel not eligible for a salary increase due to their placement on the salary schedule will receive a bonus of \$200.
 - *All non-instructional personnel not eligible for a salary increase due to their placement on the salary schedule will receive a bonus of \$200.
 - *All bonuses will be paid on March 13, 2009.
4. Retroactive pay will be paid in accordance with contract language but efforts will be made to pay retro as quickly as possible.
5. The early retirement language already tentatively agreed upon will be changed in the following manner: the deadline of January 30, 2009, will be changed to June 30, 2009. Also, any employee who retires under the early retirement provision of the contract will sign an agreement that they will not be re-employed by the School Board of Alachua County for three (3) years from the date of retirement.
6. With the agreement on the above outstanding issues, all negotiations—including salary—for the 2008-2009 year are concluded.

ACCA

Gunnar F. Parkin
12-10-08

SBAC

Flongoteth
12-10-08